CITY OF MINNEAPOLIS

and

Minneapolis Professional Employees Association

LETTER OF AGREEMENT

Whereas, the City of Minneapolis (hereinafter, "City") and the Minneapolis Professional Employees Association (hereinafter, "Union") are parties to a collective bargaining agreement (the "Labor Agreement"); and

Whereas, a classification study has resulted in the identification of a new classification, Forensic Video Analyst, that holds a community of interest with other classifications in the Union; and

Whereas, the new classification of Forensic Video Analyst has been assigned to Civil Service Grade Level 7 with 358 points in the Staff Assistance Promotional Line, FLSA status Non-exempt; and

Whereas, the new classification of Forensic Video Analyst requires a LEVA Forensic Video Analyst certification to be of full value to the City, and that the certification may be brought with hire, or pursued following hire; and

Whereas, the City's work needs require that a non-certified Forensic Video Analyst achieve the necessary LEVA Forensic Video Analyst certification within four (4) years from the date the employee begins the LEVA basic class; and

Whereas, the LEVA Forensic Video Analyst certification status warrants two pay scales, one for employees who hold the certification at hire, and one for employees who are pre-certification at hire;

Now, therefore, be it resolved that:

- 1. The classification of Forensic Video Analyst, grade 7, Certified and Non-Certified, be recognized by the parties as a classification for which the Union is the sole and exclusive certified collective bargaining representative.
- 2. Persons hired without the LEVA Forensic Video Analyst certification shall be placed in the Forensic Video Analyst Non-Certified job title and receive the salary pursuant to the salary schedule below. Persons hired in the Forensic Video Analyst Non-Certified title must achieve the LEVA certification within four (4) years from the date they begin the LEVA basic class, or they shall be released from their position; provided the incumbent employee, Stacey Potthier, shall be given four (4) years from February 13, 2009, the effective date for the classification, to achieve certification. Time limits may be extended at the sole discretion of the employer after meeting and conferring with the Union.
- 3. Persons hired with the LEVA Forensic Video Analyst certification shall be placed in the Forensic Video Analyst Certified job title and receive the salary pursuant to the salary schedule below.
- 4. If the incumbent Employee fails to achieve certification, he/she shall be permitted to voluntarily demote to a Photography Technician position in the Police Department, if a vacancy exists, and pending the approval of the department commander.

- 5. When a Forensic Video Analyst Non-Certified employee completes certification, he/she will be placed on the Forensic Video Analyst-Certified wage schedule in accordance with Section 9.03, Subd. 1., Pay Upon Promotion.
- 6. The following salary schedules have been negotiated for Forensic Video Analyst, Non-Certified and Certified, Grade 7, with 358 points, effective February 3, 2009 and at the beginning of the payroll periods that include July 1, 2009 and June 1, 2010, respectively:

February 13, 2009

Job Title	Step 1	Step 2	Step 3	Step 4
Forensic Video Analyst – Non Certified	22.13	23.29	24.52	25.81
Forensic Video Analyst - Certified	26.50	27.20	28.76	N/A

Beginning of the payroll period that includes July 1, 2009

Job Title	Step 1	Step 2	Step 3	Step 4
Forensic Video Analyst – Non Certified	22.63	23.83	25.08	26.40
Forensic Video Analyst - Certified	27.11	27.82	29.42	N/A

Beginning of the payroll period that includes June 1, 2010

Job Title	Step 1	Step 2	Step 3	Step 4
Forensic Video Analys Non Certified	23.15	24.37	25.65	27.01
Forensic Video Analys Certified	27.73	28.46	30.10	N/A

- 7. The substantive elements of the above items 1 through 6 shall be included in the next Labor Agreement, with refinements being made where necessary.
- 8. This letter represents the full and complete agreement in regards to this matter.

Now therefore, the Parties have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.

For the City:

For the Union:

By: Just Due	By: BetOTILE
Timothy Giles, Pirector Employee Services	Peter O'Toole, President, MPEA
Dated: 7/16/09	Dated: 7/13/09

ce: Tami Aker, MPD Bryan Seboe, HRG

HRIS (CPE NEW) Crystal DeJarlais

Lisa Brown, Central Payroll Mike Hebner, Classifications

Stacey Potthier